



Town of Brookline Code of Conduct For Employees, Boards, and Commissions

This code of conduct is designed to foster diversity of thought, promoting robust, civil discourse while ensuring respect for individual differing opinions.

Following the best practices outlined by Massachusetts Municipal Association:

- All town elected and appointed officials, volunteers, and employees are expected to act honestly, conscientiously, reasonably, and in good faith at all times, having regard to their responsibilities, the interests of the Town, and the welfare of its residents.
- Staff members are expected to respond to residents and residents are expected to respect the time constraints of staff.
- Town staff are professionals and the abilities, experience, expertise and dignity of each staff member should be honored. Residents requiring staff input and support should recognize and respect staff time as well as job and town wide priorities.
- Individuals are expected to treat all members of the board/committee to which they belong as well as staff and the public, with respect despite differences of opinion, keeping in mind that professional consideration does not preclude honest differences of opinion but requires respect within those differences.
- The Town elected and appointed officials and volunteers must refrain from communicating or acting in an abusive and/or threatening manner towards members of the community, other elected or appointed officials, the Town Manager/Administrator, or Town Staff.
- All elected officials, appointed committee members, volunteers, and staff must fully comply with the Town State and Federal requirements, including, but not limited to Conflict of Interest provisions.

Approved by the Brookline Select Board December 20, 2022